



VIA EMAIL AND UPS OVERNIGHT DELIVERY

July 11, 2022

Ashley Gatlin
Program Director, Rapid Response
Department of Workforce Development
10 N Senate Ave
SE311
Indianapolis, IN 46204
Email: agatlin@dwd.in.gov

Tom DeBaun, Mayor
44 Washington Street
Shelbyville, IN 46176
Email: mayor@cityofshelbyvillein.com

RE: Worker Adjustment and Retraining Notification Act (“WARN”)
Penske Logistics LLC
4301 N 125 W
Shelbyville, IN 46176

Dear Director Gatlin and Mayor DeBaun:

The undersigned is Director of Human Resource for Penske Logistics LLC (“Penske”). This letter constitutes written notice to you pursuant to the notice requirements of the WARN Act.

Penske has performed warehousing services for Kroger for the past several years at the facility located at 4301 N 125 W, Shelbyville, IN 46176. Kroger has informed Penske that it will be insourcing the work at this facility and will take over the operation of this facility effective September 11, 2022.

At present, Penske Logistics employs approximately 517 individuals at this location. Many individuals employed by Penske at this location are represented for purposes of collective bargaining by Teamsters Local 135, affiliated with the International Brotherhood of Teamsters (“Union”). The contact information for the elected officer of this Union is: Robert Doolin Business Agent, Teamsters Local Union #135, 2829 Madison Ave., Indianapolis, IN 46225.

Effective September 11, 2022, Penske will transition the operations at the 4301 N 125 W, Shelbyville, IN 46176 facility to Kroger. As a result, individuals identified on the attached Exhibit A will be permanently laid off by Penske; however, we understand there will be opportunities for continued employment with Kroger. Kroger and Penske will work together to communicate a transition plan and direction on applying for employment with Kroger.



Currently Penske does not have any other contracts with Teamsters Local 135 that would afford the impacted workers bumping rights, and Penske does not have a job bumping system, that is, employees will not be able to displace more junior employees out of their job positions as a result of this contract transition.

Penske has been honored to provide service at this facility on behalf of Kroger, and will work diligently to ensure a smooth transition of the operation to Kroger as it takes over operation of the facility.

If you should have any questions regarding this matter, do not hesitate to contact me at (317) 439-0015 or Douglas.Howell@Penske.com.

Sincerely,

Doug Howell

Doug Howell
Penske Logistics LLC
Director, Field Human Resources - DCM



EXHIBIT A

Job Title	No. of Employees	Date of Separation
Administrative Assistant	3	9/10/2022
Customer Service Clerk-Kroger	3	9/10/2022
Dock Coordinator-Kroger	19	9/10/2022
Executive Assistant	1	9/10/2022
Hiring Specialist	1	9/10/2022
Human Resources Representative	1	9/10/2022
Inventory Clerk	12	9/10/2022
Lead Customer Service Clerk-Kroger	1	9/10/2022
Lead Inventory Clerk-Kroger	1	9/10/2022
Maintenance Workforce Coordinator-Kroger	1	9/10/2022
Manager-Operations 1	1	9/10/2022
Manager-Operations 2	3	9/10/2022
Manager-Operations Food Safety	1	9/10/2022
Manager-Senior Operations	1	9/10/2022
PC Support Technician	1	9/10/2022
Programmer	1	9/10/2022
Programmer Analyst	1	9/10/2022
Quality Clerk	4	9/10/2022
Receiving Clerk	10	9/10/2022
Supervisor-Operations	25	9/10/2022
Supervisor-Senior Operations	6	9/10/2022
Technician I	5	9/10/2022
Technician II	3	9/10/2022
Technician III	4	9/10/2022
Translator-Kroger	1	9/10/2022
Warehouse Worker	407	9/10/2022